

17 January 1969

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MEMORANDUM FOR THE RECORD

SUBJECT : Dialogue with [REDACTED]

1. I had a meeting with [REDACTED] and his Personnel Manager from 1400 to 1730, thence with [REDACTED] alone until about 1900.

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2. The purpose of my visit was to get approval for contacting two possible candidates for flight surgeons. However, it wound up as a prolonged debate on the role of the flight surgeon in "fly for money-type organization."

3. [REDACTED] believes in management. He believes the doctor would interfere with management if he performs in a typical Air Force role. He should be setting at managements side or a step below and be primarily concerned with definition of standards and adherence thereto, to helping to enforce existing rules and regulations and should not be concerning himself with attempting to gain confidence of pilots, etc. He feels that their pilots are only concerned with getting maximum number of hours flown per month and would never go to Flight Surgeon who might frustrate this attempt.

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4. [REDACTED] takes stand that by all means flight surgeon is working for and loyal to management but that he best achieves this by relating to air crew, gaining their confidence and respect so that they will come to him with problems which he in turn would evaluate with his professional skill and advise pilot and management when they should not be flying either temporarily or permanently. We also emphasized the fact that the doctor does not issue orders or directives but is only in an advisory capacity. The fact developed that there is a team approach with managements objectives primarily but that company, pilot crew chief, doctor, manager are all part of the team. Doctors function is to monitor and maintain physical and emotional status of pilot and so inform management when pilot unable to safely fly aircraft. Stressed that equally important that doctor relate well to manager and that if there is proper relationship and confidence there will not be problems. In case of this particular company, also necessary that American doctor work in harmony with indigenous doctors who would be mostly responsible for dispensary operation and execution of flying physicals.

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5. Doctor of course should also be concerning himself with hours flown, frequency of flights types of flights, environmental factors such as prevention of disease by means of briefings, inspection of kitchens, provision of anti-malarial equipment and enforcement of malaria discipline. Should render medical report on each aircraft accident. Enforce regulations concerning alcohol and sleep by personnel contact, not by reporting to management. Consulting managers on their medical and psychological problems so as to make them most valuable to company objectives, etc.

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6. Also discussion with [redacted] next day who concurs  
in approaching flight surgeon candidates.

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[redacted]

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OMS Flight Surgeon